



CHARLES L. RYAN - ACTING DIRECTOR

NOVEMBER - 2002

ADC Prepares to Transfer Inmates to Texas Prison

Plans are underway by the Arizona Department of Corrections to transfer up to 645 male inmates to Correctional Services Corporation's (CSC) Newton County Correctional Center located in Newton, Texas. The facility is approximately 150 miles northeast of Houston, Texas.

According to Offender Services Bureau Administrator Donna Clement, her office has been fielding an average of 125 calls per day from inmate family members with concerns and questions about the transfer.

This action comes as a result of the Arizona Legislature directing funding for the remainder of the fiscal year to place inmates in private prison beds, including out-of-state. These beds were authorized to provide immediate relief to severe prison overcrowding. The authority to place inmates out-of-state was designated by the Legislature in order to take advantage of a competitive

private prison bidding environment and reduce the Department's operating costs in these fiscally challenging times. The average daily per capita cost for housing an inmate in a state prison bed during Fiscal Year 2001 was \$58.51 per day. The rate being charged by CSC for the Newton, Texas facility is \$38.25.

The Department expects to begin transferring inmates to Texas in early December, once implementation and operational issues are finalized with CSC. A process is underway to identify approximately 100 Level 2 (minimum security) and 545 Levels 3 and 4 (medium and high medium security) inmates for transfer. The criteria includes classification scores, release dates, and medical and mental health needs. Specialized inmate populations such as protective segregation, sex offenders, driving-under-the-influence offenders, and



COIV Nia Maxwell of Prison Operations fields a phone call from a family member of an inmate who has been transferred to Texas.

maximum security inmates are excluded from consideration.

Acting Director Charles Ryan said the Department is carefully considering all factors involving the transfer of inmates to another state and is taking all

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Director Bids Farewell to ADC



During his farewell dinner in Scottsdale, former Director Terry Stewart (left) was presented a Meritorious Service Award from Acting Director Charles Ryan (right) for his outstanding achievements. At the event, Mr. Stewart said his final good-byes to ADC staff. Mr. Stewart departed ADC in November for a new career opportunity.

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DIRECTOR'S PERSPECTIVE

by Acting Director Charles L. Ryan



I am appreciative of having been asked by Governor Jane Dee Hull to serve as the Acting Director of the Arizona Department of Corrections (ADC) until Governor-elect Janet Napolitano determines a successor. During this difficult budget and transition period, it is understandable that some anxiety may be felt among our employees. Please be certain that we do not envision making any changes. We intend to stay the course, as has already been set, with the objective of ensuring the safety and security of our prison system.

An exceptional management team and professional employees continues to guide the Department, to ensure the mission of protecting the public and preserving employee safety is fulfilled. The continuity of vision and leadership during the last 18 years has nurtured a solid foundation that has enabled the employees of the ADC to anticipate, prepare for and manage phenomenal growth and change.

We have overcome "self-defining" moments in our Department's history that made it imperative for us to reorient our priorities, such as the implementation of an objective inmate classification system, fostering a culture of accountability and professionalism and managing our inmate population in a "balanced" manner to ensure the safety of our staff.

The ADC continues to be one of the most cost efficiently run corrections departments in the nation. Over a five-year comparison, we are positioned below the national average in construction costs and average inmate operating cost. The Department's average cost per inmate is \$53.44 per day which also illustrates this fact.

According to national statistics, the ADC is ranked among the lowest for inmate escape/walk-a-way rates. In Fiscal Year 2002, we had three walk-a-ways with no escapes from a secure perimeter. The number of minor disturbances statewide has been few considering the size of our prison system. However, our need to remain vigilant is ever so important, particularly when faced with the level of overcrowding and the ongoing requirement to separate and "compartmentalize" the various populations.

During the next few weeks, to offset the growing number of inmates and lack of designated bed capacity throughout the prison system, we will be implementing a plan to transfer 645 inmates to

a private facility in Texas (see page one for more information on this subject). This transfer of inmates is a short-term remedy for dealing with severe prison overcrowding that we continue to face. I commend all ADC staff for the manner in which you are handling and managing this unprecedented plan. Furthermore, the sensitivity and methodical approach that you have demonstrated in minimizing the impact to inmate family members is noteworthy.

From my perspective, the Department is in relatively good shape in spite of the large number of vacant Correctional Officer positions and budgetary constraints. The employees of the Arizona Department of Corrections continue to be our most valuable resource. You continue to provide for the care, custody and control of almost 30,000 inmates and over 4,000 releases under community supervision. Because you do so in such an exemplary manner, is the very reason I can make this statement.

This belief was most recently reinforced by the heroism exhibited by the employees of ASPC-Florence and Eyman during the recent inmate disturbances in the Central and North Units. It was both humbling and reassuring when I learned firsthand how our staff responded to the inappropriate and dangerous behavior on the part of inmates. Although two officers sustained injuries, they were treated at an emergency center and released. Without serious injury to staff or loss of life, our correctional staff quickly quashed and brought under control, internal disturbances that could have been far more serious, to include the loss of inmate life. The cohesiveness of our employees and both Incident Management and Emergency Response training made the difference.

What is the forecast for the Department? There are certainly challenging times ahead as we continue to manage a growing population of inmates with persistent staffing deficiencies. However, our Department was founded on the principles of serving and protecting the citizens of our State, and with a dedicated and professional staff we will continue to do so.

It is because of you, the citizens of Arizona can have confidence that the Department of Corrections is an organization of professionals who demonstrate commitment to excellence and public safety every day.

"Directions"
is an official publication of the
Arizona Department of Corrections
Charles L. Ryan, Acting Director
Michael A. Arra,
Media Relations Administrator
Virginia Strankman,
Newsletter Editor



Web site:
adcprisoninfo.az.gov

Printed by
Arizona Correctional Industries

Media & Public Relations Office,
1601 W. Jefferson
Questions and comments
may be submitted to
Newsletter Editor
Mail Code 441,
Phoenix, AZ 85007
Phone (602) 542-3133

Employees on the Move

Promotions

Launey Naquin, Librarian II, ASPC-Lewis
Nora Sedano, Admin Secretary II, ASPC-Yuma
Bambi Graef, Admin Secretary II, ASPC-Yuma
Robert Bayless, COIII, ASPC-Yuma
Luis Salas, Sergeant, ASPC-Yuma
Ivette Schwaderer, CEPT, ASPC-Yuma
Mario Diaz, Lieutenant, ASPC-Yuma
Helen Bedinger, Librarian II, ASPC-Yuma
Denise Arroyo, Librarian I, ASPC-Yuma
Tim Cox, Lieutenant, ASPC-Yuma
Steve Miller, Lieutenant, ASPC-Yuma
Henry Blevins, Plumber, ASPC-Yuma
Willis Swisher, PPSII, ASPC-Yuma
Gloria Jacobs, Buyer, ASPC-Yuma
J. Jesse Medrano, Parole Supervisor
Ezekiah Hilborne, Sergeant, ASPC-Florence
Edward Shuman, Sergeant, ASPC-Florence
Glen Pacheco, Lieutenant, ASPC-Eyman
Kenneth Reed, Sergeant, ASPC-Eyman
Leslie Bradley, Sergeant, ASPC-Eyman
Barbara Pagnotta, Sergeant, ASPC-Eyman
Dalena Henagar, Sergeant, ASPC-Eyman
Harold Hall, COIII, ASPC-Eyman
Duane Riker, COIII, ASPC-Eyman
Samuel Washburn, Lieutenant, ASPC-Eyman
Lynne Tackas, COIII, ASPC-Lewis
Betty OBryant, COIII, ASPC-Lewis
Faith Lee, COIII, ASPC-Lewis
Brett Ausbrooks, COIII, ASPC-Lewis
Larry Garner, COIII, ASPC-Lewis
Blaine Marshall, Deputy Warden, ASPC-Florence
Conrad Luna to Deputy Warden, ASPC-Eyman,
Robert Stewart, Deputy Warden, ASPC-Eyman,
Ruben Montano, Deputy Warden, ASPC-Florence
Christopher Orthmann, ADW, ASPC-Lewis
Tom Forwith, ADW, ASPC-Lewis
Rickey Lewis, ADW, ASPC-Eyman
Bhism Naraine, ADW, ASPC-Eyman
Joann Smith, ADW, ASPC-Perryville
Ed White, ADW, ASPC-Eyman
David Rivas, ADW, ASPC-Florence
Terry Johnson, Major, ASPC-Florence
Anthony Coleman, Major, ASPC-Phoenix
Monica Taylor, Deputy Warden, ASPC-Douglas
Judith Ledsworth, Deputy Warden, ASPC-Douglas
John Marquez, Deputy Warden, ASPC-Douglas
William Maklary, Sergeant, ASPC-Douglas

Retirements

Arlin Chester, Parole Officer
Clinton Bernard, Parole Officer
Danny Garvin, Deputy Warden, ASPC-Florence
Marvin McCormick, Deputy Warden, ASPC-Douglas
Ron Mayes, ADW, ASPC-Lewis
Don Pinson, Major, ASPC-Phoenix



Jesse Medrano, Parole Supervisor, has been appointed to fill the position of Parole Manager for the Bureau of Community Supervision. Mr. Medrano has spent his entire 27- year career working within the Community Corrections Division as first a Parole Officer, Senior Parole Officer and the last seven years as a Parole Supervisor.

Robert Streeter is ACI's new Bureau Administrator of Operations. Mr. Streeter comes to ACI with an undergraduate degree in Industrial Management and a Masters of Business Administration Degree in International Business, and an impressive record of specialized training and diversified experience. His work history covers more than 20 years of extensive hands-on experience in a variety of manufacturing operations.



Former Director Terry Stewart appointed Pamela Tenney to the position of Employee Relations Administrator. Ms. Tenney has an extensive work history in state government. Prior to accepting her position at ADC, she worked as a quality manager for the Department of Game and Fish.

Kicking it at ASPC-Florence



CO and ex-soccer star Hakeem Disu of ASPC-Florence

Hakeem Disu of ASPC-Florence takes on his tasks as a Correctional Officer with the same vigor and passion as he did growing up on the soccer fields of Nigeria.

Often referred to as being an undersized soccer player, Disu has never let his size stand in the way of his success on the soccer field.

"I see no big deal taking on bigger

attackers. I love playing against them, they make me play harder and bring the best out in me," said Disu.

Disu played in the 1989 Junior World Cup on the Nigerian Championship team and for the football club of Lagos, a first division championship team in Nigeria.

Following his soccer career in Nigeria, Disu was offered a soccer scholarship by Grand Canyon College in Phoenix. Deciding to take a giant step and leave his family, he moved to the United States to further his education.

"My father always taught me that an education is one of the most important things a person could get in their life. Playing soccer may put food on the table while you are young, but an education will last forever," said Disu.

Disu grew up in legendary Nigerian soccer family. His father and his five brothers all carried out the family's football legacy. The trophy case at the Disu's house is loaded with awards won

worldwide by members of the family

Disu started his career with the Arizona Department of Corrections in 1995 when he decided to find a career different from most. A fellow Nigerian and a business manager with ADC, Shaka Okougbo told him about corrections. Disu was attracted to the corrections field due to the challenges and opportunities available within the Arizona Department of Corrections. Some of his many assignments in ADC include: disciplinary coordinator, grievance coordinator, parole board liaison, immigration liaison, Classification chairperson, EEO Liaison, as well as case manager. His proudest ADC achievement was being honored as the North Unit Employee of the quarter. For the last seven years, he has completed the Florence-Eyman Torch Run, making him a logical selection to serve as a committee member on the Total Quality Management team for employee fitness.

Fortunately for the citizens of Arizona, Disu is sharing his soccer talents and experience by teaching children in the Casa Grande area how to play soccer.

Surviving 30 Years in the Florence Business Office

Dan Danser, COIV, ASPC-Florence

Molly Rodriguez, a Department employee for 30 years in the ASPC-Florence Business Office, has survived six Business Managers and 14 Wardens during her career at ASPC-Florence.

"My job has changed so much through the years. I worked in every area of the business office, and I recall a time before segregation of duties when everybody in the office did a little bit of everything," said Rodriguez. "In fact, when I started there were no computers to do the calculations and everything had to be hand typed."

Even now, when anyone in the office needs help, Rodriguez is their to assist.

Her hands-on knowledge of the various areas makes Molly an invaluable asset to the Florence Business Office. She has trained staff from other complexes as well as Florence.

She is the leading state authority on issues such as Risk Management, travel claims and tuition reimbursement. Some of the forms she developed are still being used by the Department.

To acknowledge her achievements, Warden Bennie Rollins presented Molly Rodriguez with a plaque and pin for her 30 years of service to the Department of Corrections and the State of Arizona.



Molly Rodriguez, Clerk Typist, ASPC-Florence

Safety Improvements at Florence

by Don Brown, Staff Safety Officer



Sergeant Brent Burtsfield demonstrates how to use a taser

Warden Bennie Rollins of ASPC-Florence is always looking for ways to improve the state's oldest operational prison, especially when it comes to making it a safer place for staff to work.

Recently, Rollins initiated safety improvements at Florence's Central Unit. In cell blocks five and seven, staff reinforced vents that previously were

used for hiding contraband and weapons.

Also, food traps on cell doors were secured, and openings at the bottoms of cell doors were minimized to prevent "fishing" by inmates. To get rid of a possible staff ambush point, partitions in inmate showers were eliminated, thus improving observation of inmates and minimizing a potential hazard to staff. In cell block 6, cell fronts were hardened so that inmates can no longer reach through the cell front to assault staff.

As part of the commitment to staff safety, supervisors at Central Unit and CB-6 have been Taser-trained. The Taser is new technology and is being used effectively to control undisciplined inmates who fail to respond to other supervisory commands. The Taser has already been used a number of times to subdue unruly inmates for safe apprehension by staff.

Also, a pigeon abatement project around the administrative building has been completed. This project is intended to address staff health, safety and

sanitation concerns. Maintenance staff installed metal spikes to prevent pigeons from landing, nesting, and soiling entryways and sidewalks around the building perimeter.

Currently, Picacho Unit is enhancing their primary vehicle entrance and exit point by installing a sallyport, and reinforcing the administrative area with sharp wire to improve it further as a safe haven for staff. Other improvements to come include: adding the lethal fence to the perimeter walls of the Florence prison and Warden Rollins is considering the installation of escape hatches at South Unit, similar in design to the project that he approved for ASPC-Eyman, Cook and Meadow Units.

"Even though some of the facilities at ASPC-Florence are some of the oldest in the state prison system and present many challenges, my staff and I are always open to new ways of advancing staff safety in the institution," said Warden Rollins

Texas-continued from page 1

precautions. At a recent meeting of the Joint Select Committee on Corrections, Mr. Ryan assured the committee the Department would be responsive to family concerns in the completion of the transfers.

"We recognize the strain this may cause on inmate families and we are attempting to take this into consideration as we identify who will be transferred. Unfortunately, the fact is that severe prison overcrowding and limited state resources have left us without any other viable options," Ryan said.

Offender Services' staff is responding to hundreds of inquiries with assurances that they recognize the importance of regular visitation and this is one of the factors affecting the Department's decision whether to place inmates out-of-state.

Ms. Clement has dedicated five of her

staff to work full time on culling information used in designing a breakdown of how inmates are selected. Provided an inmate meets all the other criteria, the first group of inmates selected will include those who have volunteered for the transfer. The next group is inmates who do not receive visits; and after this group has been exhausted, inmates with visits only once a month will be screened. The last group of inmates to be considered for transfer will be those with regular family member visits.

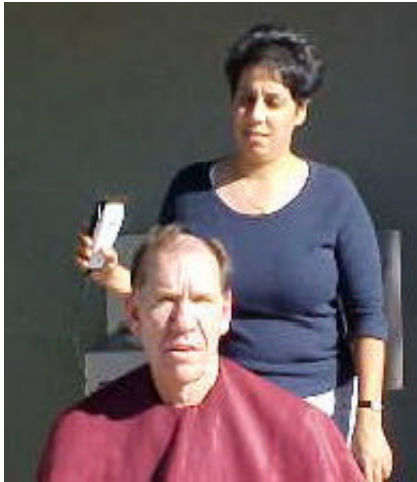
To prepare the inmates who are eventually selected for transfer, the Offender Services Unit will provide each one of them with an "identification kit" that includes address and other important information.

The Department currently has about 3,500 more inmates than beds.

Department staff are working in tandem with CSC to ensure a smooth transition and that the Texas facility will comply with all ADC policies and operate nearly identically to Arizona prisons. As with other private prisons contracted with the Department, a monitoring program will be in place to ensure the Department's statutorily required functions - classification, inmate discipline, grievance and work assignments are carried out. The monitoring program will also ensure the delivery of legal access, health services, inmate commissary, telephone calls, visitation, and inmate religious, education, and treatment programs.

The Texas facility's address and other contact information will be made available to the inmates and families upon their transfer.

Arizona Department of Correction



The annual Arizona State Employees Charitable Campaign. Hard work, generosity and dedication were the key ingredients in recent history. The Arizona Department of Correction exceeded last year's goal by more than \$100,000. This was a record for the campaign.

Because of your involvement and the increased participation, more than 600 health and human service organizations donated to the campaign for violence, health and medical care, care of the elderly and the disabled.

The success of the campaign is dependent upon the spirit of the people who give each year. Thank you for being part of a winning team.



ons has Banner Year for SECC

icked off its 2002 giving season last September.
ts in making this year's SECC one of the most successful
ction's campaign raised an impressive \$502,000
t one single agency has ever contributed in the history

of all state employees, the SECC continues to grow.
ackle issues of concern such as child abuse, domestic
lessness were assisted by our efforts.
' generosity of all agency employees who continue to



Training is the Key

Orientation to help New Employees

by Judy Morgan, Training Officer I, ASPC - Perryville



The Staff Development and Training Bureau has developed a new orientation system - called ADCOM, Arizona Department of Corrections Orientation Manual, that will provide non-security ADC employees, contract providers, interns and volunteers with needed information on their first day of employment.

ADCOM consists of two self-paced manuals titled ADCOM Module I and II, written in response to requests, and the need for new employees to be promptly furnished with critical information without having to be away from their workstation and duties for 40 hours of classroom training.

SDTB revamped the previous 40 hours of classroom time into the two ADCOM Modules. New employees and contractors will no longer be required to be away from their job for a full week during their first 60 days of employment. This will be beneficial to ADC economically, especially during this time of limited budgets.

The ADCOM Modules are for the individuals to keep and serve as an

ongoing reference manual. A newly-assigned individual can complete the manual at his/her workstation and receive immediate training. ADCOM Module I contains a "Signature Acknowledgment" page that requires the new employee and his or her immediate supervisor to read and sign. During the review process, the supervisor has the opportunity to further explain any questions the new employee may have or go over any area of text the employee might have trouble understanding. The final step after completing ADCOM Module I is to deliver the "Signature Acknowledgment" page to the Training Officer to receive training credit.

Other topics covered in the ADCOM Modules are prison operations and issues such as inmate management, Information Reports, inappropriate staff/inmate relations, ethics and diversity, communicable disease, signs and symptoms of mental illness, and many other issues that may be encountered on a daily basis. In relation to ADC employees and contract service providers, ADCOM II also covers such topics as, Positive Attendance Reports (PAR) that explains

how to fill out a PAR for an employee's pay, leave accrual, employee benefits, education, insurance, retirement, and training.

To support and reinforce information in ADCOM Modules I and II, an ADCOM four hours of classroom review accompany each module, to be attended by all new ADC non-security employees, contract providers, and interns. These classes provide follow-up discussion on the information in the manuals as well as case study scenarios to illustrate salient points.

Certain classes will still need to be taken by new employees, such as Working with Female Offenders (8 hours), Top Driver (4 hours), Van Driver (6 hours) and any training designated by the Warden. However, with the implementation of the ADCOM program, the individual can schedule the classroom training at his/her convenience.

Tuition Assistance Update

Many employees have made inquiries regarding the tuition assistance program.

Hopefully, the following responses to the most frequently asked questions will help.

Q- Are funds for staff tuition assistance available?

A- No, ADC's fiscal year 2003 budget was reduced by the Legislature, leaving the agency incapable of setting aside specific funds for "tuition assistance."

Q- Will tuition assistance be available at any time during this fiscal year?

A- No, Director Stewart advised that ADC has never been given any funds specifically for Tuition Assistance and any money for this purpose was "cut out of our own hide."

Policy 509 states, "tuition assistance up to 80%, may be given based on fund availability." To date there are no plans to change the policy's wording.

Q- Can we get tuition assistance from somewhere else?

A- A number of opportunities for grants, low interest loans, and work-study opportunities exist with the Federal government. You may obtain funding information and/or application packets by contacting Rebecca Matthews in the Career & Academic Advisory (CAAP) office at: 602-542-2101 or rmatthew@adc.state.az.us. Students may also apply directly on-line at www.fafsa.ed.gov.

My Job: An ADC Welder's Perspective

by Kathleen Manning-Chavez, Training Officer, ASPC-Eyman

He's built crash gates, food traps, trailers, holding cells, exercise pens and barbecues all in the line of duty.

"It's unbelievable what you can do with metal," said Eyman Complex Welder Richard Matthews.

Currently, Matthews is working on a 29-foot-long cage for Alhambra Unit in Phoenix. Using expanded metal and steel bars, the 8 feet tall and 7 feet wide contraption should be ready for delivery in about two weeks. Inmates help with the welding and piecing together the frame of the enclosure, but it is Matthews' expertise that gets the job done.

Matthews has been working with the Department for 19 years and all of that has been with metal.

"I've always been a welder," he said.

Matthews was self-employed at one time and has worked the copper mines in Superior and Miami, Arizona. He began his career working in diamond mines; first as a driller then as a mechanic.

"I started as a kid back in 1965 when I was 19 or 20 years old." Thirty-five years

later, he still enjoys welding hot steel together.

"I got the best job in the whole outfit," he smiles. "There are so many things you can do with metal. You can work from a blueprint, a sketch or a verbal idea."

Cook Unit at Eyman received a Unit Citation in September for the control room and emergency escape hatches that both Matthews and Building Maintenance Specialist Manuel Rivera helped install.

The best part about being a welder to Matthews, is "you get to invent things."

Being a team roper for many years, Matthews has owned many saddles and experienced uncomfortable stirrups.

He came up with an idea for making stirrups more comfortable and easier to use. Not wanting to disclose the design, Matthews didn't reveal much, but he did say that he is working with a lawyer on



ASPC-Eyman Complex Welder Richard Matthews

obtaining a patent for his "handicapped" stirrups.

Matthew has other ideas but he won't tell his secrets. All he will say is that the secretary in his building may be more comfortable during her shift.

Health Fair Launched at ASPC-Yuma

by Alison Banks-Conyers, Health Educator II, Health Services

This year, an innovative QWL-21 project was launched by the Arizona Department of Corrections Health Services Division to promote staff and inmate wellness by organizing staff and inmate health fairs within the prisons.

Recently, a three-day fair was held at ASPC-Yuma. A range of health and wellness topics were highlighted, ranging from displays on tobacco education to comic books describing how HIV/AIDS is spread. Exhibits and services were provided by the ADC Health Education Program, the EXCEL Group, Cigna Healthcare, Yuma County Health Department Tobacco Program, Mobile Onsite Mammography, National Stress Station, Maricopa County Department of Public Health HIV/AIDS Program, Crossroads Mission,

American Red Cross, and Arizona Healthways.

This program, originally piloted at ASPC-Globe in March, is very successful because it is inexpensive and there is a very high interest among staff and inmates.

An inmate participant wrote, "I believe this is one of the better things (ADC) has done for inmates."

The Health Education Program will continue to develop and promote health fairs at other facilities.

If you would like further information, or have any suggestions, please do not hesitate to contact Alison at the Health Education Program at (602) 364-2923.



ADC Employees visit a booth at the recent health fair at ASPC-Yuma.

Vegging Out at ASPC-Safford

by Mark Perkins, Deputy Warden, ASPC-Safford

Under the supervision of Wayne Farr, the vegetable garden at ASPC-Safford's Tonto Unit has flourished into a worthwhile project for the Arizona Department of Corrections and the ten inmates who work the garden.

This year, the garden has produced more than 16,000 pounds of fruits and vegetables and has been used to replace produce in the Tonto kitchen. To date, the garden has saved the Department \$3,000 and has allowed inmates to eat many types of fruits and vegetables such as: carrots, radishes, green onions,

tomatoes, squash, cucumbers, jalapenos, bell peppers, green chilies, lettuce, honeydews, cantaloupes, watermelons and pumpkins.

The garden keeps ten inmate workers busy seven hours a day, planting and harvesting crops and landscaping. The garden has a very positive impact on the yard, it's productive and enhances the overall appearance.



Safford complex's Wayne Farr proudly displays the vegetables grown under his supervision

ASPC-Tucson Adopts the Children of ACA

by Graham Bufton, Captain, ASPC-Tucson

After a tour of the Nellie P. Covert School on the campus of the Arizona Children's Association revealed the school was lacking certain supplies, ASPC-Tucson staff decided to come to the aid of the children at the school by donating clothing, five 19-inch televisions, five VCRs, five globes and other items.

ADC employees worked tirelessly on donations and fundraisers to give these items to the school. To raise the money for these supplies, ASPC-Tucson employees held a car wash and a burrito and roast beef sandwich sale. All three events were successful and the money raised was placed in a bank account opened for the children of the school.

The school has approximately 35 children between the ages of 4-14 in residential care. The children have special needs and are awaiting adoption, placement in foster homes or a return to their family home.

The Tucson employees started their relationship with ACA last year

by providing the Thanksgiving dinner for the children and staff. All the food, plates, cutlery and toys were provided by donations. Nursing staff and supervisors from St. Mary's Hospital assisted ADC staff in

serving the dinner and entertaining the children. Also, a Christmas toy drive was conducted throughout the Tucson complex. New, unwrapped toys were donated, and a gift-wrapping party was held at St. Mary's Hospital. The ADC



Tucson employees hang a sign created by ACI outside the Nellie P. Covert school.

employees held an informal barbecue for the children a week before Christmas. The Canteen Corporation supplied some of the food and beverages for the barbecues.

Strong Showing for ADC at State Fair

by Kathleen Manning-Chavez, Training Officer, ASPC-Eyman and Fred Burch, Sergeant, ASPC-Florence



TSU performing a demonstration at the Arizona State Fair

“We were one of the busiest booths at the Arizona State Fair,” said Florence Sergeant and Tactical Support Unit Assistant Commander George Smith.

The Department of Corrections had a booth at the annual fair in Phoenix. Florence TSU and Eyman Designated Armed Response Team (DART), along with Recruitment Unit for Selection and Hiring (RUSH), took part in the Governor’s Office of Highway Safety theme.

The booth housed a display of riot weaponry and breaching gear, including a sniper rifle, a battering ram and ballistic shields. There was a collection of dangerous contraband found in the prisons on display.

Members from each team talked with the public about the importance of being an officer and discussed their duty of keeping the public safe.

DART, TSU, and K9 teams put on three demonstrations each day that drew many compliments from the public and other state agencies. Many of the agencies expressed interest in conducting joint training with TSU.

During the two day event, the team members were instrumental in assisting members of the public and Department of Public Safety in finding lost children and directing fair goers with minor injuries.

RUSH provided visitors with

employment applications and information packets on becoming correctional officers. There were more than 40 Department employees providing information to the public on ADC.

“We made some great gains in establishing community relations with the citizens of Arizona,” said Captain **James Christy** of Eyman Complex.

There were numerous state law enforcement agencies in attendance, including the Department of Public Safety, local sheriffs’ departments and city police departments, but ADC seemed to draw the largest crowds.

Smith said other law enforcement agencies were taking pictures of the ADC booth to take back to their supervisors.

TSU and DART also performed three times a day, demonstrating tactical movements and line and wedge formations. Two Belgian Malinois from the Department’s K-9 Unit demonstrated their capabilities by keeping an eye on a TSU member dressed in inmate orange.

“They say dogs are color blind, but I don’t know. The dogs were right there (on the TSU member),” Christy said.

After the performances, “the public was coming up and thanking us for the job we do as officers,” said Smith.

Christy said the teams worked hard and put in more than 18 hours the first day.

“I didn’t hear one person complain or hear one cross word.”

Sunday evening around 5 p.m., when the tear-down of the exhibit should have begun, two TSU members radioed Smith, stating a little girl was missing.

“Within 60 seconds, we had 30

TSU and DART members out looking for her,” Christy said. “When they said, ‘Send out teams of two,’ they were ready to go.”

The girl was found within minutes of her disappearance and the parents thanked ADC for their help in the search.

Christy said the representatives from the Governor’s offices and other agencies were impressed with the Department. An administrator from a school inquired about having a demonstration at her school.

Recently, Christy wrote a memo to Eyman Warden Charles Goldsmith and said, (The TSU and DART teams’) actions were instrumental in showing staff from other law enforcement agencies and the citizens of Arizona, a truly positive image of the Department of Corrections.”



Cherie Randall, a Construction Manager with Facility Activation Bureau won three First Place Blue Ribbons in cooking competitions at the 2002 Arizona State Fair in Phoenix. Randall, who has been baking for 30 years, won \$600 for her pies chicken - apple - chocolate.

My Badge

by Lt. Jeff Stoner ASPC-Florence

There is something special about my badge.
I feel it every time I put it on.
It represents a point of pride, the honor of accomplishment.
I feel it's power when I put it on.
I stand taller and walk with confidence.
It is a symbol of what I represent.
It's a model of what I protect.
An icon of service and duty.
A reminder of those who trust me.

My badge is special to me because of what it represents, and what it took to obtain. But more so, it means I have taken on and met the challenge to become an Officer for this Department. Next time, before you put on your badge, look at it and I hope you will view it and your duties differently. You were chosen above others and you represent JUSTICE.

ACI: Post-Retirement Opportunities

ACI is looking for staff who are interested in working as managers of ACI-Private/Public Sector work program partnerships statewide. If interested, contact Bruce Farley or Richard Selapack at the ACI Business Development Unit. (602) 272-7600.



Employee Incentive Program Update

Arizona Department of Corrections employees have been letting friends, family and others in the community know about the exciting and rewarding careers the Department has to offer.

Through the new Employee Incentive Program, 40 Correctional Officer applications have been submitted and 10 potential officers have begun COTA. Also, two Correctional Registered Nurse applications have been received and are being reviewed by Health Services.

Jim Burdick, Personnel Services Bureau Administrator, said, "The program is really starting to pick up steam. Employees are seeing what their co-workers are doing and it's inspiring them to recruit."

The recruitment under the new Employee Incentive Program pays dividends for all those involved: ADC fills much needed positions, the recruiting employee may earn up to \$500 and the person recruited has the opportunity to embark on an exciting career that pays outstanding benefits and offers a tremendous amount of career growth.

Tommie Betts, Clerk Typist II, ASPC-Winslow, took advantage of the program by recruiting Doris Brown, a potential Correctional Registered Nurse.

"Doris, who is a good friend of mine, was looking for a good job with decent pay. I told her about all of the wonderful opportunities within the Department," said Betts. "This program is a great recruiting tool because if someone is recruited by an employee, he or she can get a greater understanding of what working for ADC is really like from that employee."

Parole Supervisor Keith Waldrep, a 17 year employee with the Department, recruited his son's girlfriend's sister, Julie Zobec.

"I told her about all the varied positions I have held over the years and how much I have learned from each. I saw in Julie the kind of even temperament, great personality and

positive outlook that the ADC needs in its employees," said Waldrep. "I related my positive experiences with the Department to her and she was sold. She is now attending COTA and I talk with her every Friday evening. She is telling me about the great experiences she is having with the ADC."

Coincidentally, when Waldrep recruited Zobec, he did not know about the monetary incentive the Department was offering employees for recruiting new employees.

ADC employees who recruit a COII or Correctional Registered Nurse, through the Department's Employee Incentive Program, can be rewarded with \$500. For any COIIs hired, the recruiter will receive their choice of \$200 cash or a Patriot Bond of the same value if the candidate graduates the Correctional Officer Training. After a year from the COTA graduation date, the recruiting employee will be rewarded with an additional \$300 or a \$300 Patriot Bond. The bond has no maturity date and can be cashed six months after receipt; however, the longer the bond matures the more valuable it becomes.

If an employee is successful in recruiting a Registered Nurse, he or she will receive \$200 in cash or a bond after the RN has completed their probationary period. An extra \$300 cash or bond will be rewarded to the recruiter a year from the new employee's probation date.

For more information see your personnel liaison, recruitment unit or D.I. 199.

In Memoriam

Community Corrections mourns the passing of one of its finest employees.

Info. Processing Specialist II
Marsha Walsh